



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY GARRISON
BUILDING 1001, ROOM W209
FORT HOOD, TEXAS 76544

AUG 10 2005

IMSW-HOD-EEO

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U. S. Army Garrison Policy Memorandum #4 - Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity

1. REFERENCES:

- a. Army Regulation 690-600, Equal Employment Opportunity Discrimination Complaints, dated 9 February 2004.
- b. Memorandum, Office of the Assistant Secretary, Manpower and Reserve Affairs, November 10, 2004, subject as above.
- c. Memorandum, Installation Management Agency, February 11, 2005, subject as above.

2. PURPOSE. To establish the Garrison Commander's policy on Retaliation for Engaging in Protected Equal Employment Opportunity (EEO) Activity.

3. APPLICABILITY. This policy applies to all civilian and military personnel assigned to and/or under the operational control of the Fort Hood U.S. Army Garrison.

a. Several findings of discrimination against the Department of the Army, relative to discrimination based on reprisal or retaliation against individuals who participated in protected Equal Employment Opportunity (EEO) activities have recently occurred.

b. The Equal Employment Opportunity Commission rules and regulations clearly state that no person will be subjected to retaliation for opposing any practice made unlawful by Title VII of the Civilian Rights Act, the Age Discrimination in Employment Act, the Equal Pay Act or the Rehabilitation Act, or for participating in any stage of the administrative or judicial proceeding under these statutes.

c. Retaliation against those who seek relief from discrimination undermines the EEO process and discourages employees from addressing unlawful acts. I expect an allegation of reprisal to be treated at all levels with the seriousness it deserves. Supervisors and Managers will ensure that leaders are aware of their responsibility to remain professional in all dealings with employees and ensure that their actions are not improperly motivated.

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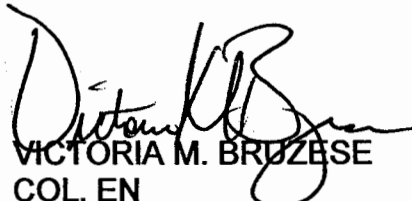
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d. Supervisors and Managers must continue to manage and not be intimidated by the protected activities; however, they must also be sensitive as to how their actions will be perceived. I encourage each of you to contact your supervisory chain, the EEO Office, or legal for assistance if being harassed.

e. Supervisors and manager will act promptly to investigate and resolve reports of retaliation. If inappropriate conduct is found to have occurred, the supervisor will take appropriate corrective and disciplinary action. Disciplinary action will also be taken against supervisors who have not carried out their responsibilities under this policy.

4. **PROPONENT:** The Fort Hood EEO Office is the proponent for this policy. Point of contact is the EEO Officer at commercial (254) 287-1245

5. **EXPIRATION.** This policy memorandum supersedes previous policy issued by the Garrison Commander and will remain in effect until superseded or rescinded.



VICTORIA M. BRUZESE
COL, EN
Garrison Commander

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